

**State Employee Benefits Committee
Tatnall Building, Room 112
Dover, Delaware 19904**

The State Employee Benefits Committee met December 5, 2016. The following people were in attendance:

Committee Members:

Brian Maxwell, Director, OMB
Tom Cook, Secretary of Finance
Geoff Klopp, COAD
Mike Morton, Controller General
Evelyn Nestlerode, Designee of Chief Justice, Administrator of Courts
Ken Simpler, Treasurer
Paul Silverman, Designee of DHSS
Karen Weldin Stewart, Insurance Commissioner

Guests:

Brenda Lakeman, Director, SBO
Faith Rentz, Deputy Director, SBO
Lisa Porter, SBO
Jennifer Bredemeier, Univ of DE
Susan Buell, Cigna
Rebecca Byrd, The Byrd Group
David Craik, Pension Office
Cindy Diaz, PHRST
Laurene Eheman, SBO
Jacqueline Faulcon, DRSPA
Darcell Griffith, Univ of DE
Debbie Hamilton, Cozen O'Connor
James Harrison, DSEA-R
Leighann Hinkle, SBO

Guests (continued):

Chris Hudson, Univ of DE
Katherine Impellizzeri, Aetna
Andrew Kerber, DOJ
Russell Larson, The Byrd Group
Melissa Marlin, OMB
Omar Masood, OST
Casey Oravez, OMB, Financial Ops
Kimberly Reinagel-Nietubicz, CGO
Bettina Riveros, CCHS
Paula Roy, Roy Assoc/DCSN
Aaron Schrader, SBO
Christine Schultz, Parkowski, Guerke & Swayze
Jim Testerman, DESA-R
Valerie Watson, Finance

Mike North, Aetna
Wendy Beck, Highmark
Andrew Brancati, Highmark
Jennifer Mossman, Highmark
Pam Price, Highmark
Walt Mateja, Truven Consulting
Kevin Fyock, Willis Towers Watson
Jaclyn Iglesias, Willis Towers Watson
Rebecca Warnken, Willis Towers Watson

Introductions/Sign In

Director Maxwell called the meeting to order at 2:02 p.m. Anyone who had public comment was invited to sign up and any others wishing to comment would be given the opportunity at the end of the meeting. Introductions were made.

Approval of Minutes - handout

Director Maxwell entertained a motion to approve the minutes from the November 14th SEBC meeting. Controller General Morton made the motion and Secretary Cook seconded the motion. With unanimous voice vote, motion carried.

Director's Report – Brenda Lakeman

Flexible Spending Account (FSA) Update: 568 employees enrolled in both Health Care and Dependent Care FSA. A total of 5,596 enrolled in Health Care FSA with a change of +390 or 7.5% increase from 2016. Dependent Care FSA had 820 enrollments with a change of 74 or 9.9% increase from 2016.

Consumerism Course Updates:

The training course is doing well with 9,709 completed (includes DLC, Schoology and separate website access link). Combining DLC and Schoology, 9,127 completed the course to date out of 28,446 employees assigned. The separate website access link shows 582 have completed this course.

Dermatologist on call Telemedicine: through Highmark will end December 31st due to low participation. All other telemedicine services will continue.

ESI Update: Rolling out a pilot application called Mango. This will target members with chronic conditions of diabetes, high blood pressure and high cholesterol to sign up for the app which will encourage medication adherence. Once 50,000 is reached, enrollment will cease. Statistics will be provided once available.

Financials

October 2016 Fund & Equity Report - handout – Casey Oravez

The ending balance is \$45.1M. The expected prescription rebate was not received in October. Claims came in lower than budgeted. Dialogue occurred around WTW to obtain the assumption numbers that drive the growth numbers.

Group Health Program Strategic Planning Discussion – handout – Willis Tower Watson (WTW)

A recap of the health care survey results was provided with specific evidence of GHIP initiatives consistent with best practices shown with organization's recent focus and potential initiatives for GHIP. Telemedicine shows low usage while pharmacy shows a formulary savings of \$5.3M for FY15 and \$6.3M for FY16 since inception of National Preferred Formulary (NPF). The mission statement was changed to include core concepts with definitions and benchmarking metrics with examples. A calendar of the GHIP tactics for CY17 shows tactics goaled for 1Q17 and those that are on-going throughout the year moving into FY18. Decision support tools and ongoing communications were discussed.

Director Maxwell announced the committee will be moving into Executive Session and then return to public session where guests may reconvene. The Director entertained a motion to move into Executive Session. Secretary Cook made the motion and Controller General Morton seconded the motion. Motion carried and Committee entered into Executive Session at 2:44 pm.

Group Health Program FY18 Planning – Faith Rentz

The MyBenefitsMentor® Solution is a tool that engages employees using employee's actual medical and prescription drug claims history and out-of-pocket costs. It educates employees on the full costs of healthcare and drives more appropriate plan selection by guiding employees through plan comparison. Online option is available for active State of Delaware employees using Employee Self-Service Portal or Truven Health Consumer Registration Portal. Paper version available for non-Medicare State of Delaware pensioners and participating groups. Estimated cost is \$175,000. SEBC members and designees are invited to participate in a WebEx demonstration 1Q17. SBO is working with PHRST on details for a single sign-on and will provide detailed pricing schedule and timeline at January's meeting. SEBC approval allows SBO to continue to determine feasibility and develop timeline for 2017 open enrollment.

Public Comments

None

Other Business

None

Motions

The Director entertained a motion to approve the MyBenefitsMentor® Solution tool for 2017 Open Enrollment. Mr. Klopp made the motion and Controller General Morton seconded the motion with seven members in favor and one member abstained. Motion carried.

Director Maxwell stated WTW will provide more information in the following week to address agenda item #6. SEBC will schedule another meeting on December 16th to finalize this item. The Director then requested a motion to adjourn the meeting. Commissioner Stewart made the motion and Controller General Morton seconded the motion. Meeting was adjourned at 4:33 pm.

Respectfully submitted,

Lisa Porter
Statewide Benefits Office